

Staff Performance Evaluation Results

SY 2015-2016

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Working Together for Student Success

Background



Working Together for Student Success

Requirements

- Ratings for all certificated employees, including teachers, principals, superintendents, and other school/corporation personnel
- Educator preparation program institutions reported for first-, second-, and third-year teachers
- School corporations under unexpired contracts not required to implement



Reporting Totals

- Public school corporations and public charter schools
 - 282 corporations
 - 7 unexpired contracts
 - 79 charters
 - 13 career centers/interlocals and special education cooperatives
- All certificated employees
 - 77,744 educators
 - 16,135 administrators
 - 61,609 non-administrators



Statewide Results

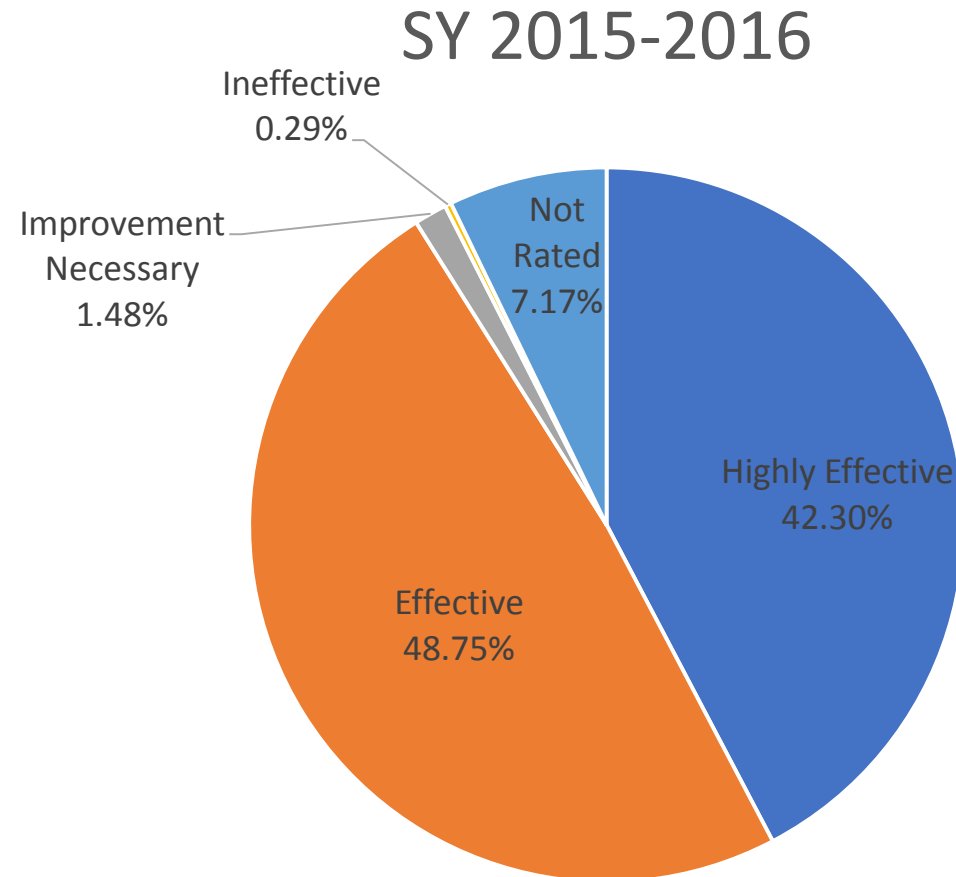


Working Together for Student Success

Total Distribution

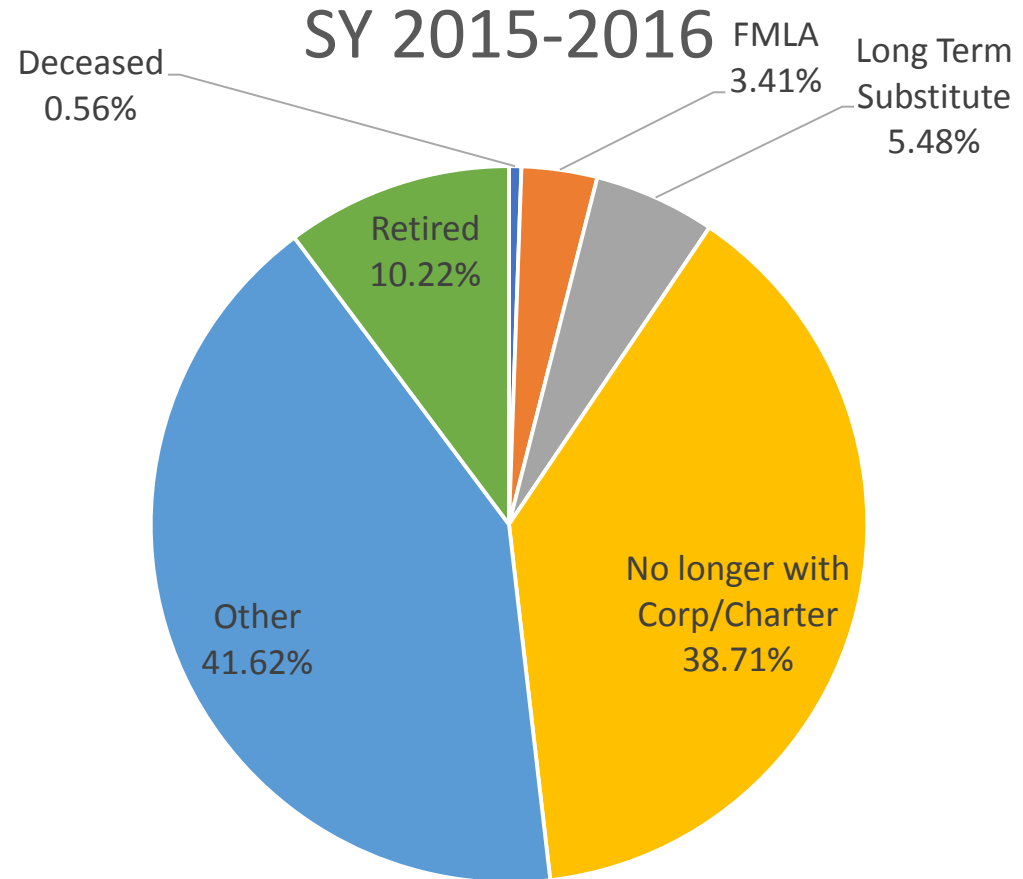
	2014-15	2015-16
<i>Highly Effective</i>	46.49%	45.57%
<i>Effective</i>	51.46%	52.52%
(of total rated)	97.95%	98.09%

- Distribution includes ***all*** certificated employees
- 98% of total rated deemed Highly Effective or Effective



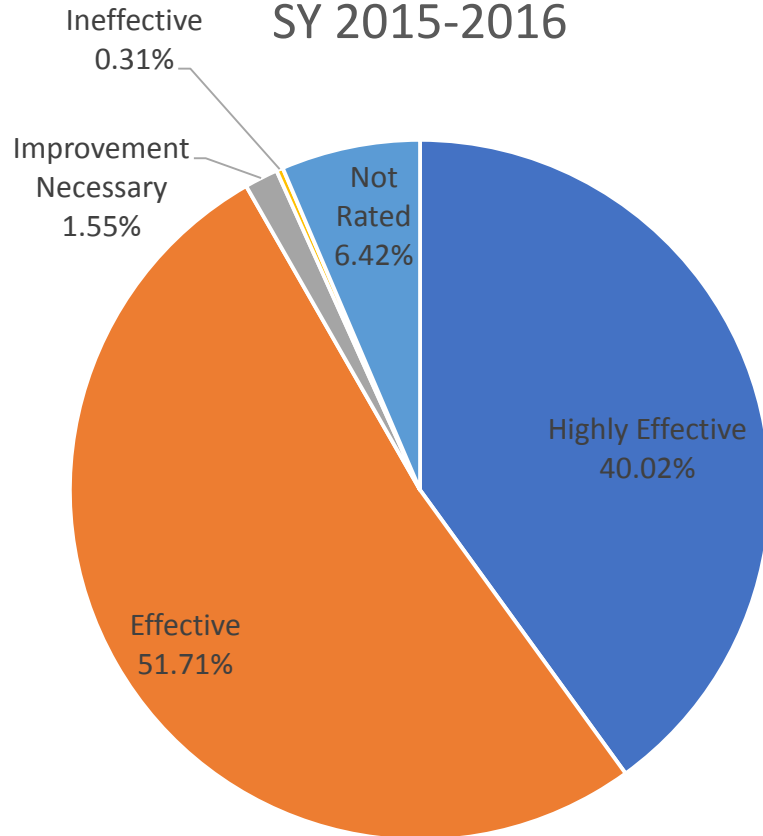
Not Rated

- “Other” includes corporations with unexpired contracts
- More than 1/3 of total not rated were not retained

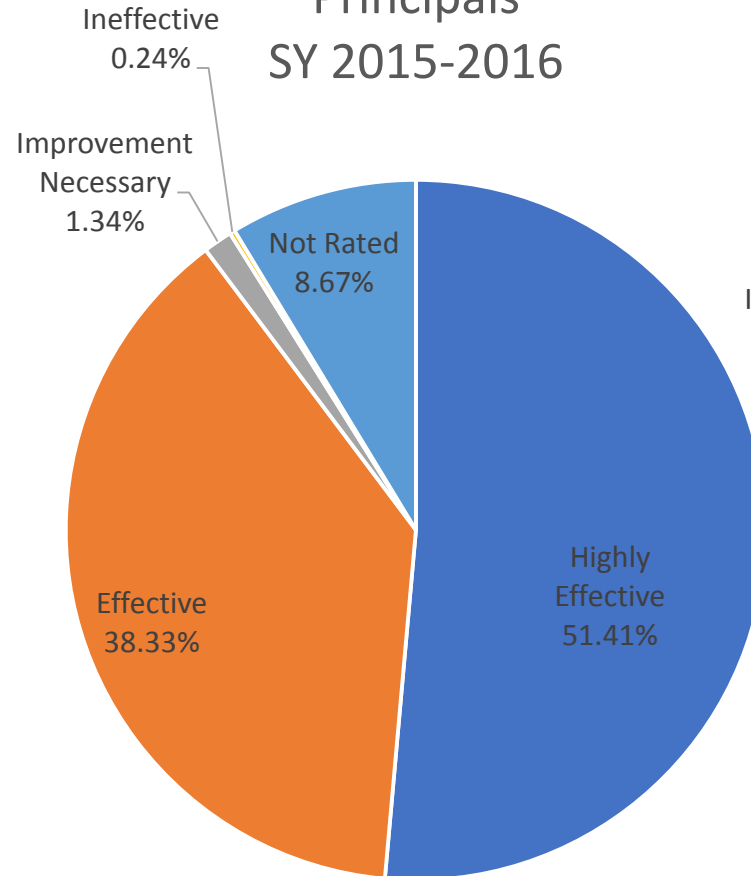


Educator Roles

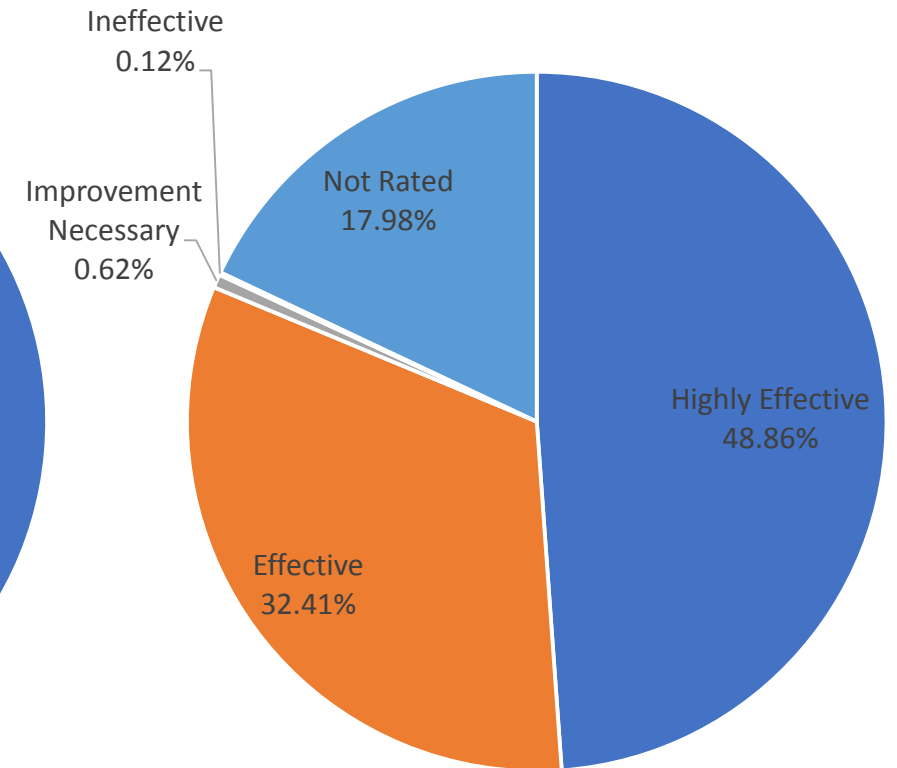
Teachers
SY 2015-2016



Principals
SY 2015-2016



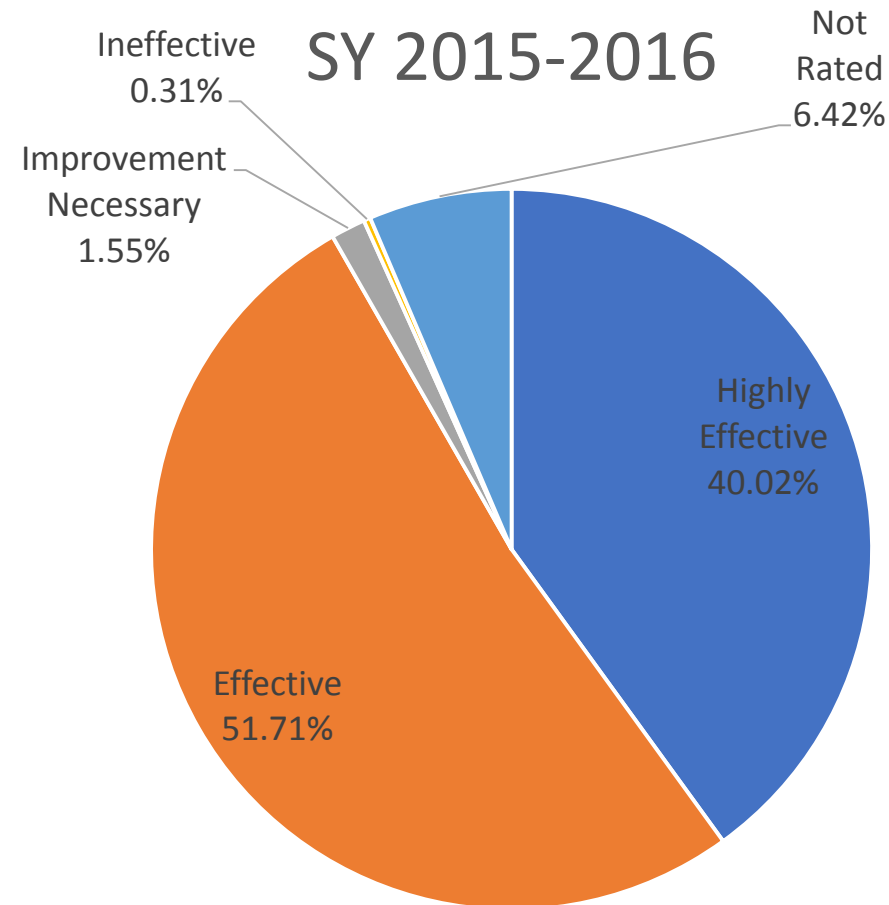
Superintendents
SY 2015-2016



Teachers

	2014-15	2015-16
Highly Effective	44.11%	42.76%
Effective	53.69%	55.26%
(of total rated)	97.80%	98.02%

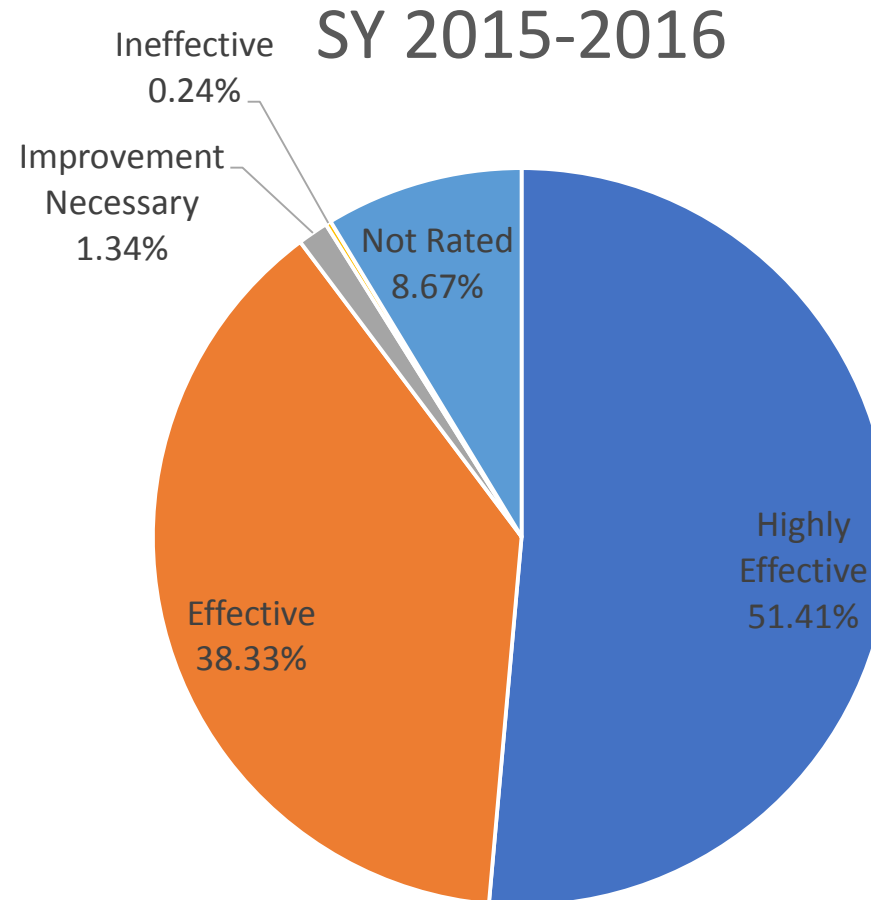
- Includes all non-administrators to total 61,609
- Less than 7% not rated
- 98% of total rated deemed Highly Effective or Effective



Principals

	2014-15	2015-16
Highly Effective	55.62%	56.29%
Effective	42.88%	41.97%
(of total rated)	98.50%	98.26%

- Includes assistants and other school-based administrators to total 13,716
- Less than 9% not rated
- 98% of total rated deemed Highly Effective or Effective

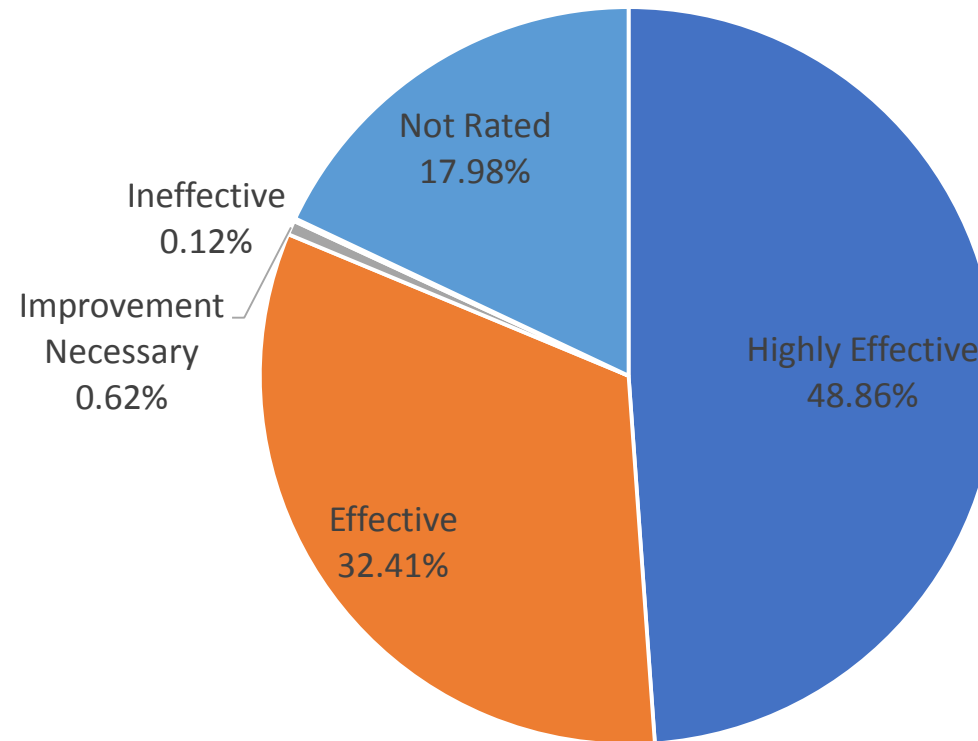


Superintendents

	2014-15	2015-16
<i>Highly Effective</i>	61.73%	59.58%
<i>Effective</i>	37.28%	39.52%
(of total rated)	99.01%	99.10%

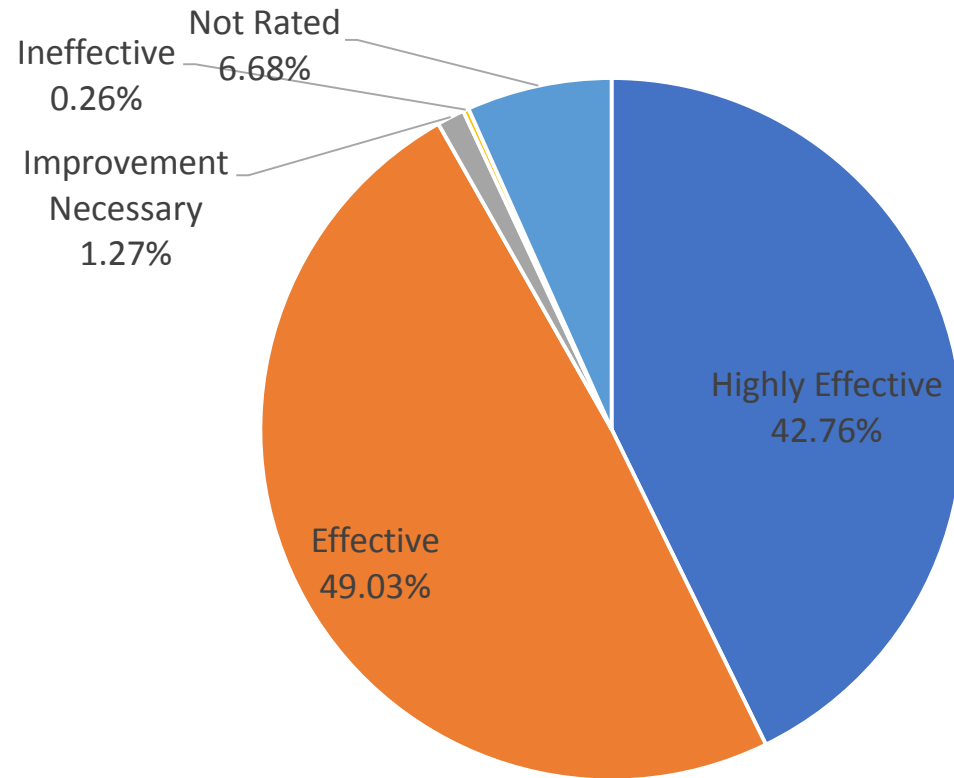
SY 2015-2016

- Includes central office personnel to total 2,419
- Nearly 20% not rated
- 99% of total rated deemed Highly Effective or Effective

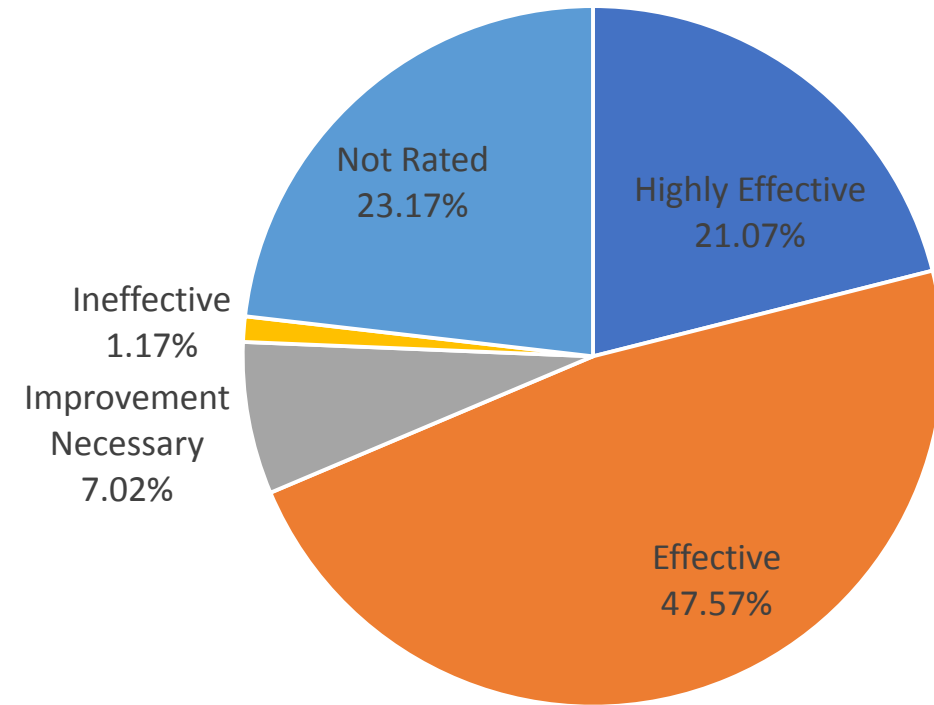


School Types

Corporations
SY 2015-2016

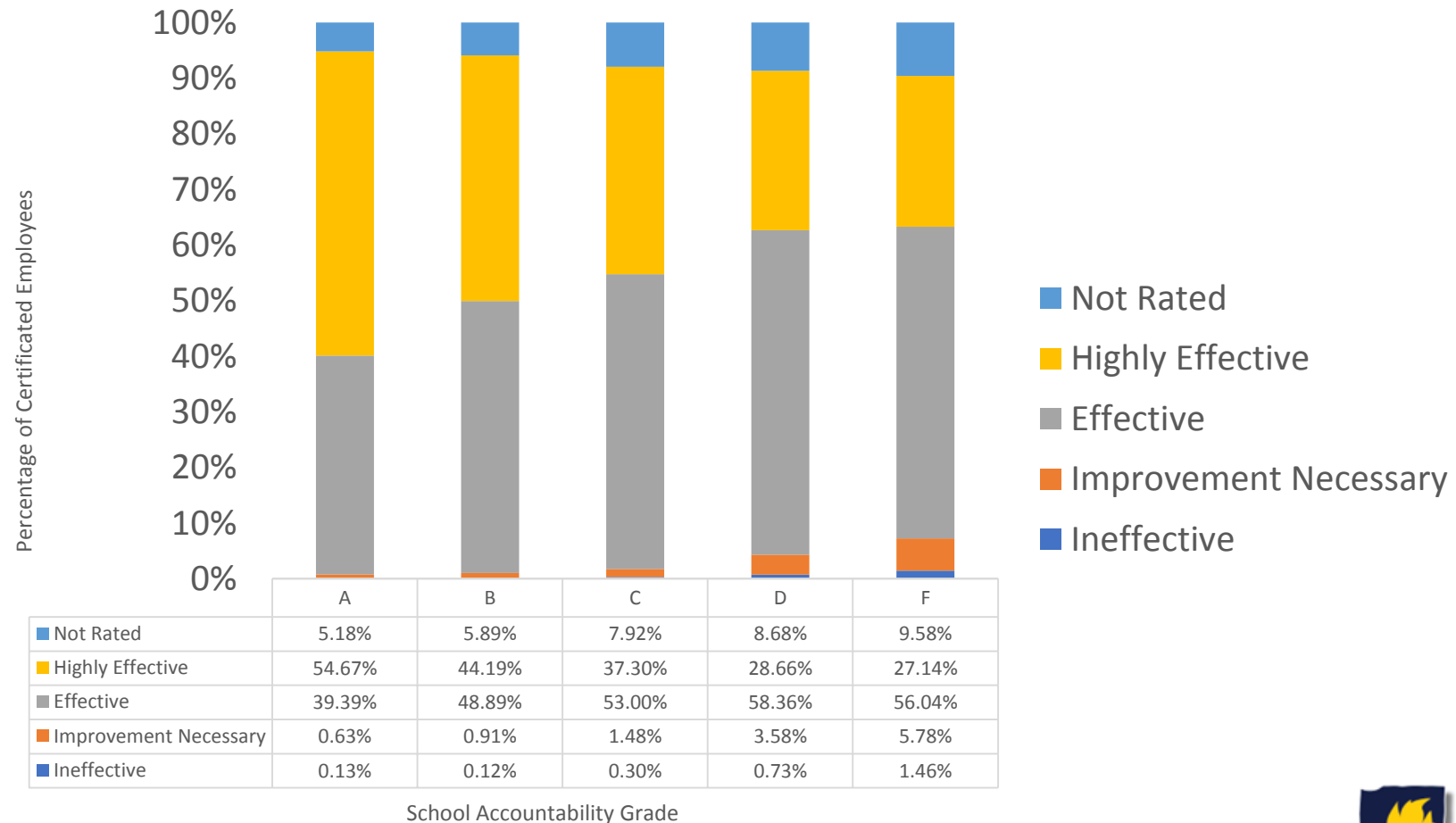


Charters
SY 2015-2016



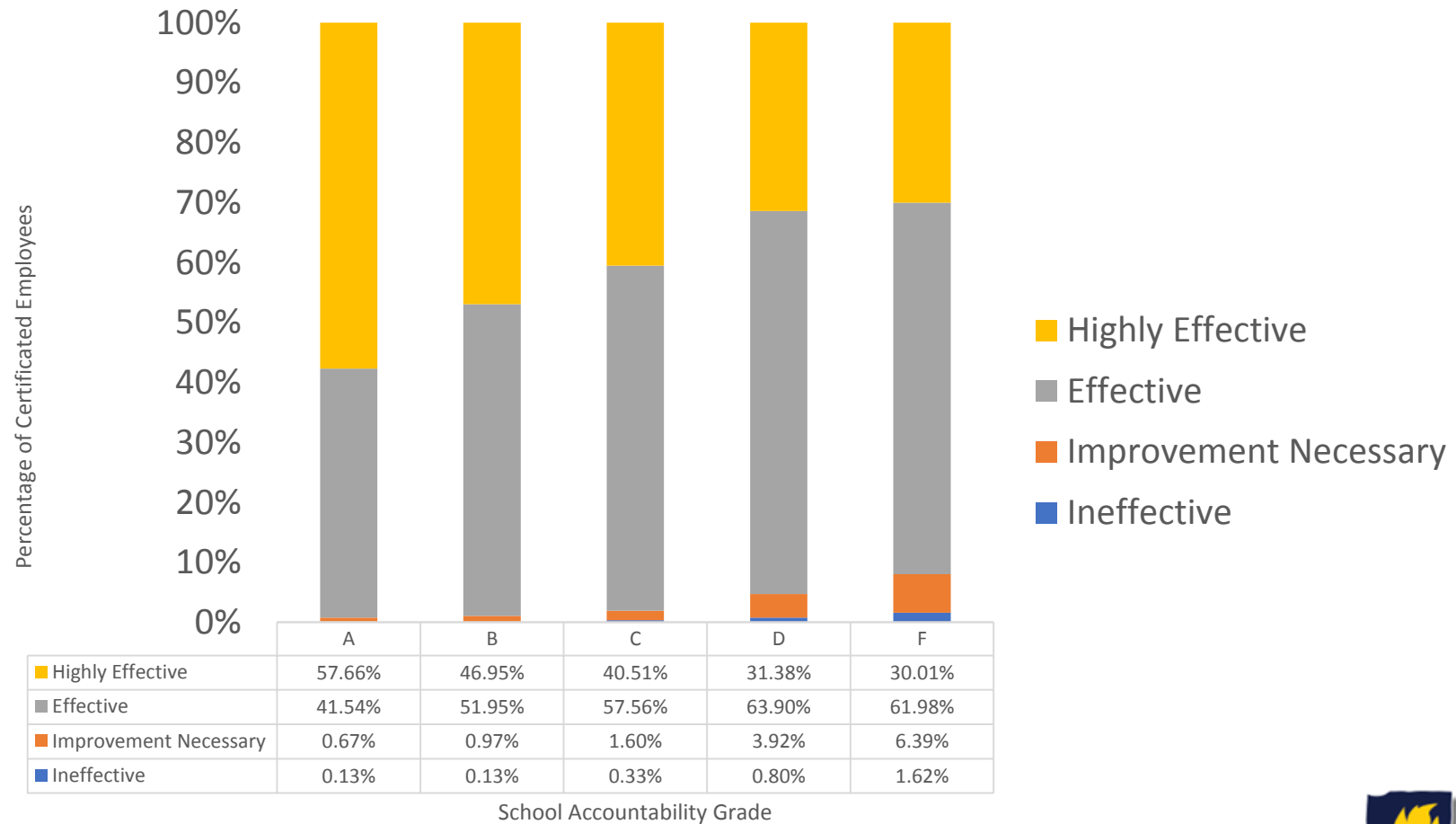
School Accountability

- Over half Highly Effective in “A” schools
- Less than one third Highly Effective in “F” schools
- Nearly double the percentage not rated in “F” schools as compared with “A” schools



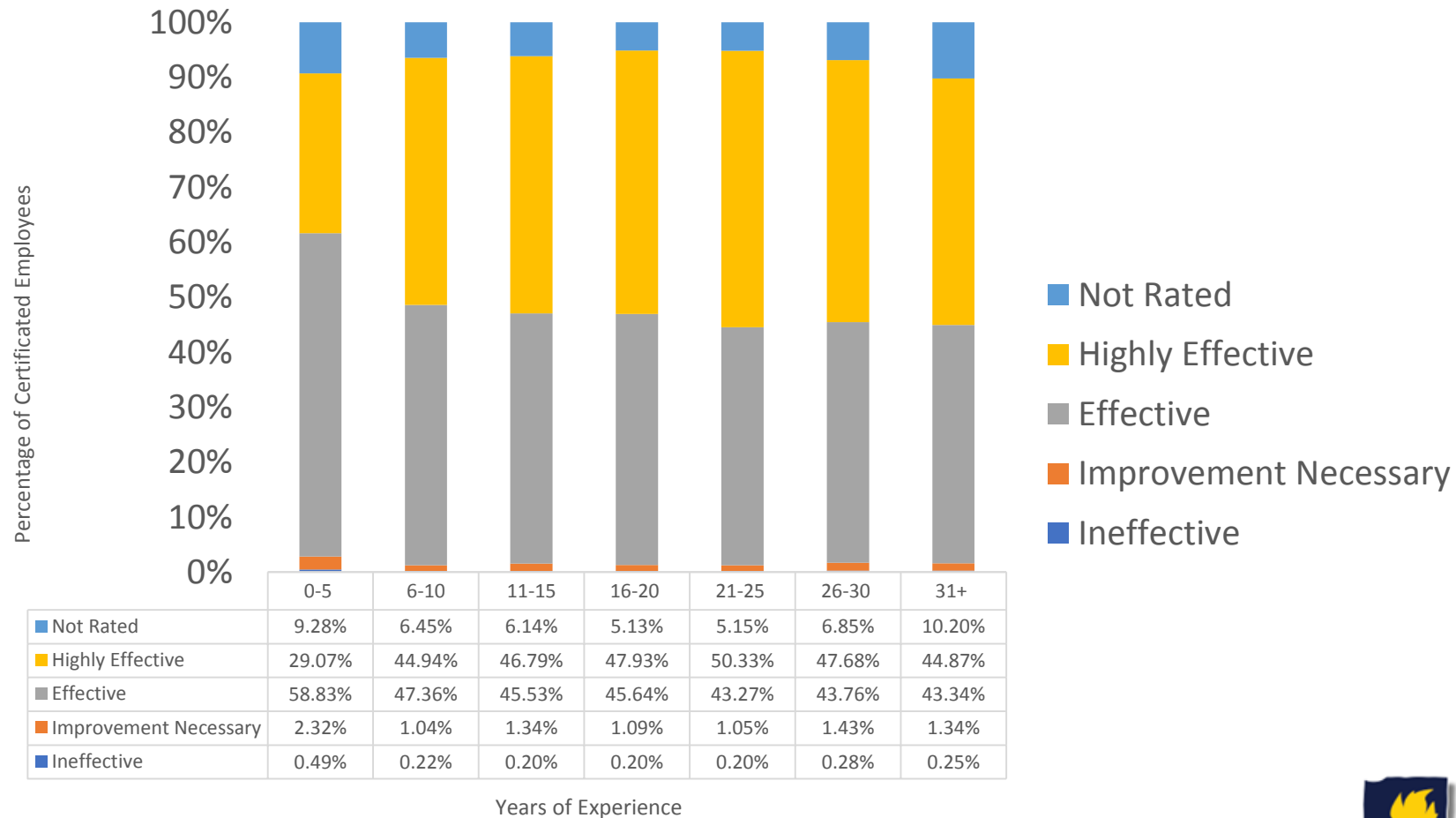
School Accountability – Rated

- Over half Highly Effective in “A” schools
- Less than one third Highly Effective in “F” schools
- Nearly double the percentage not rated in “F” schools as compared with “A” schools



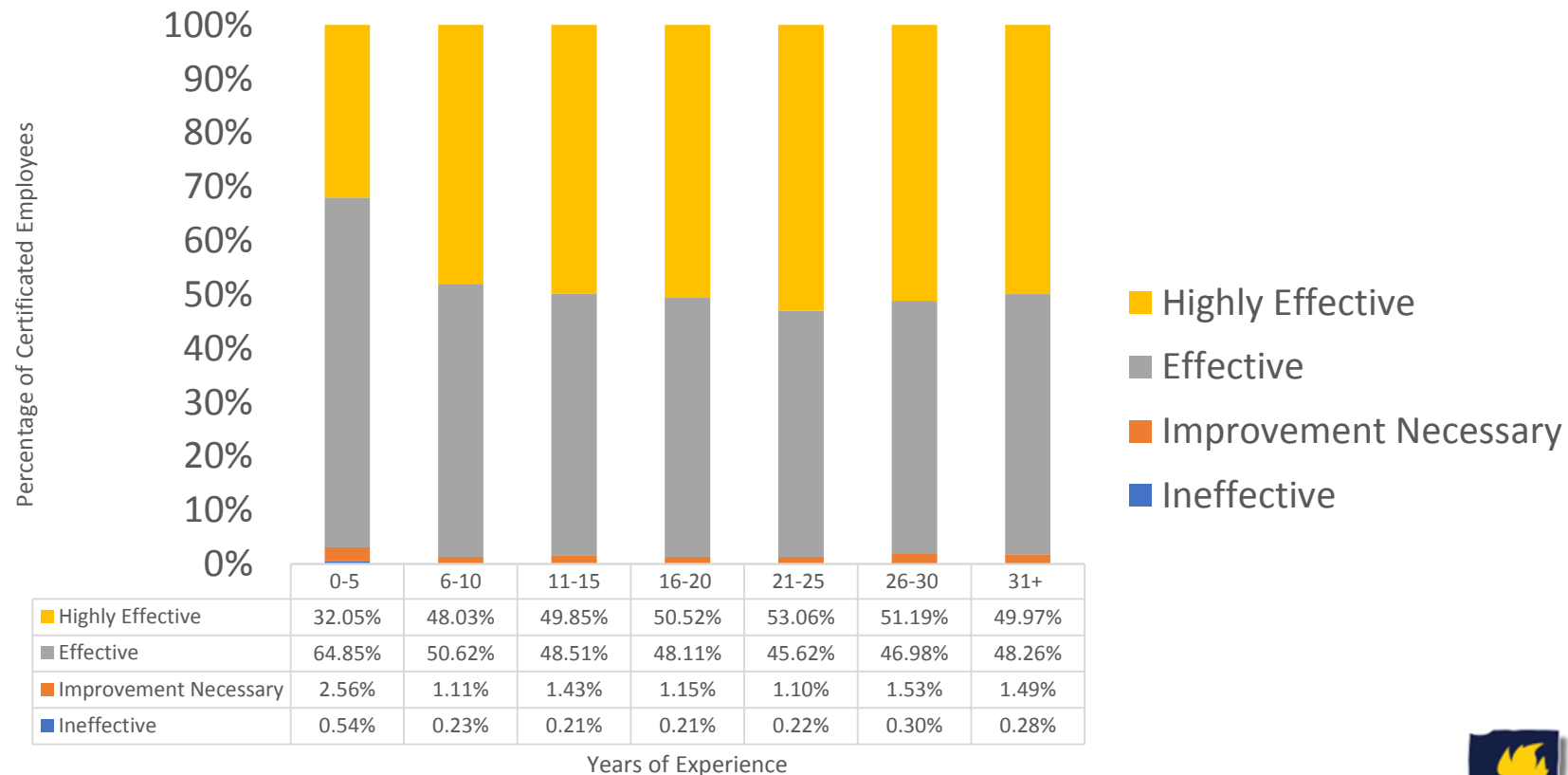
Years of Experience

- Highest percentage of Highly Effective in years 21-25
- Lowest percentage of Highly Effective in years 0-5



Years of Experience – Rated

- Highest percentage of Highly Effective in years 21-25
- Lowest percentage of Highly Effective in years 0-5



“Inexperienced” Teachers

- First- and second-year non-administrators
- More than half of not rated were not retained
- 95% of total rated deemed Highly Effective or Effective

